

**POLICE AND FIRE**  
**COLLECTIVE BARGAINING AGREEMENT SUMMARY FORM**

**Section I: Agreement Details**

Public Employer:	Franklin Lakes, NJ	County:	Bergen
Employee Organization:	PBA Local 150	Employees in Unit:	19
Base Year Contract Term:	1/1/2009      12/31/2011	New Contract Term	1/1/2012      12/31/2014
Type of Settlement:	<input type="checkbox"/> Arbitrator's Award <input type="checkbox"/> Fact-Finder Recommendation <input checked="" type="checkbox"/> Voluntary Settlement		

**Section II: Statutory Definition of Base Salary**

**N.J.S.A. 34:13A-16.7(e):** Base salary is the salary provided pursuant to a salary guide or table and any amount provided pursuant to a salary increment, including any amount provided for longevity or length of service. It shall also include any other item agreed to by the parties, or any other item that was included in the base salary as understood by the parties in the prior contract. Base salary shall not include non-salary economic issues, pension, and health and medical insurance costs.

	<b>Base Year - Total Costs</b> (Last Year of Previous agreement)		<b>New Base Year - Total Costs</b> (First Year of Successor agreement)	
	Column A	Column B	Column C	Column D
	Economic Inside Base Salary	Non-salary Economic Outside Base Salary	Economic Inside Base Salary	Non-salary Economic Outside Base Salary
<b>Section III: Economic - Costs inside base salary</b>				
Salary .....	\$1,983,577		\$2,042,059	
Increment .....		N/A		N/A
Longevity .....	\$0		\$0	
<b>Section IV: Additional Costs</b> List economic items: indicate either inside or outside base salary as agreed to between the parties.				
Item 1 ..... Uniforms		\$19,000		\$19,000
Item 2 ..... Education	\$5,580		\$5,580	
Item 3 ..... Private Duty		\$75,705		\$75,705
Item 4 ..... Unused Sick		\$36,225		\$36,225
Item 5 ..... Overtime		\$178,341		\$178,341
Item 6 .....				
Item 7 .....				
Item 8 .....				
Item 9 .....				
Any additional items list on separate sheet	Additional Items			
<b>Section V: Totals - Sum of costs in each column</b>				
	<b>\$1,989,157</b>	<b>\$309,271</b>	<b>\$2,047,639</b>	<b>\$309,271</b>
	(Total Economic) Section III & IV	(Total Non-salary Economic)	(Total Economic) Section III & IV	(Total Non-salary Economic)

**Section VI: Analysis of new successor agreement**

**NEW AGREEMENT ANALYSIS**

Total Economic Base Year (previous agreement) \_\_\_\_\_

Effective Date (m/d/yyyy)	1/1/2012	1/1/2013	1/1/2014	_____	_____	_____
Percent Increase .....	2.94%	2.69%	2.20%	_____	_____	_____
Actual dollar increase .....	\$58,482	\$54,985	\$46,294	_____	_____	_____
Total Economic Costs (successor agreement) .....	\$2,047,639	\$2,102,624	\$2,148,918	_____	_____	_____

**Section VII: Impact of Settlement - average annual increase over term of agreement**

Percentage Impact (average per year over term of agreement)

2.61%

Dollar Impact (average per year over term of agreement)

\$53,254

Contributions based on plan costs and  
pursuant to Chapter 78

**Section VIII**

Medical Costs	Base Year	Year 1	_____	_____	_____	_____
Cost of Health Plan .....	\$343,578	\$382,311	_____	_____	_____	_____
Employee Contributions .....	\$13,260	\$31,544	_____	_____	_____	_____